

# Professional Development Needs Assessment

## Sponsored by Women Scientists and Engineers Council

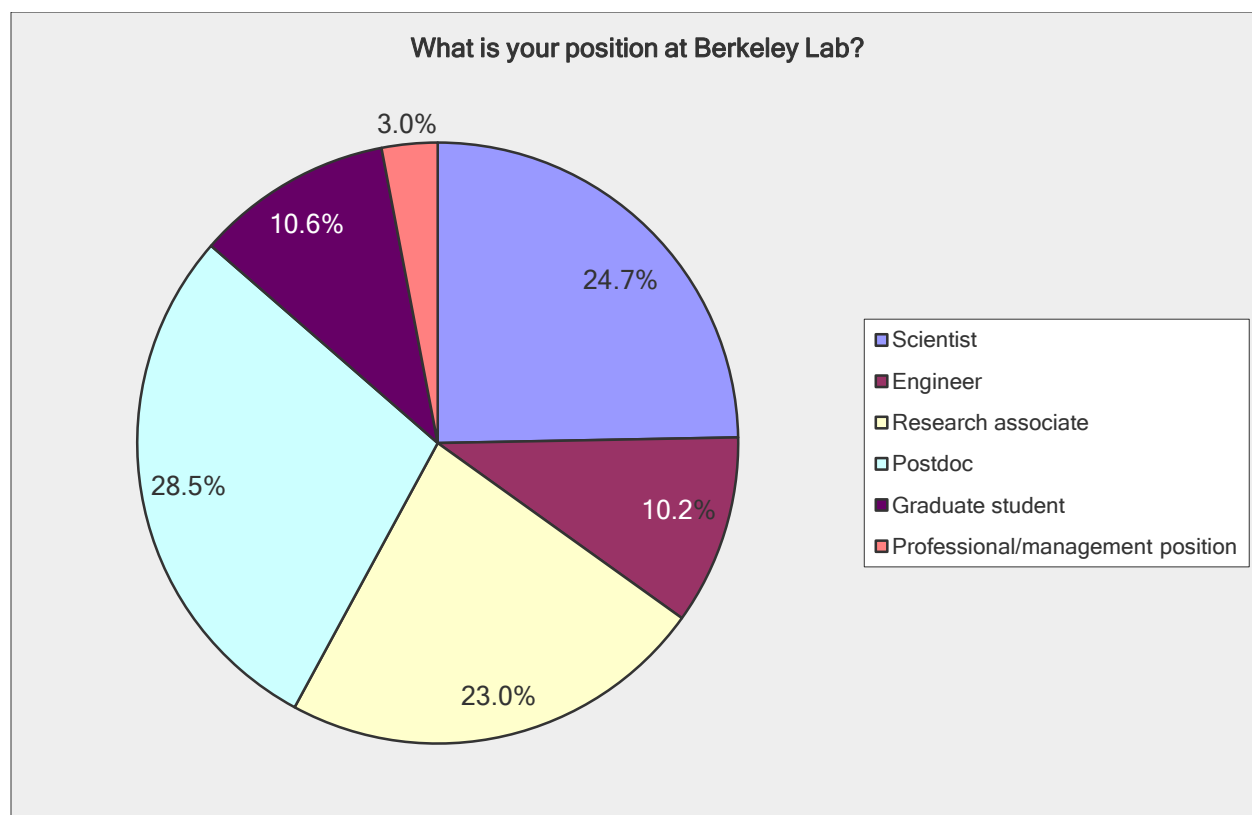
Conducted October 4, 2010 to November 8, 2010

### **Summary Report**

November 30, 2010

## WSEC Professional Development Needs Assessment 10-4-10

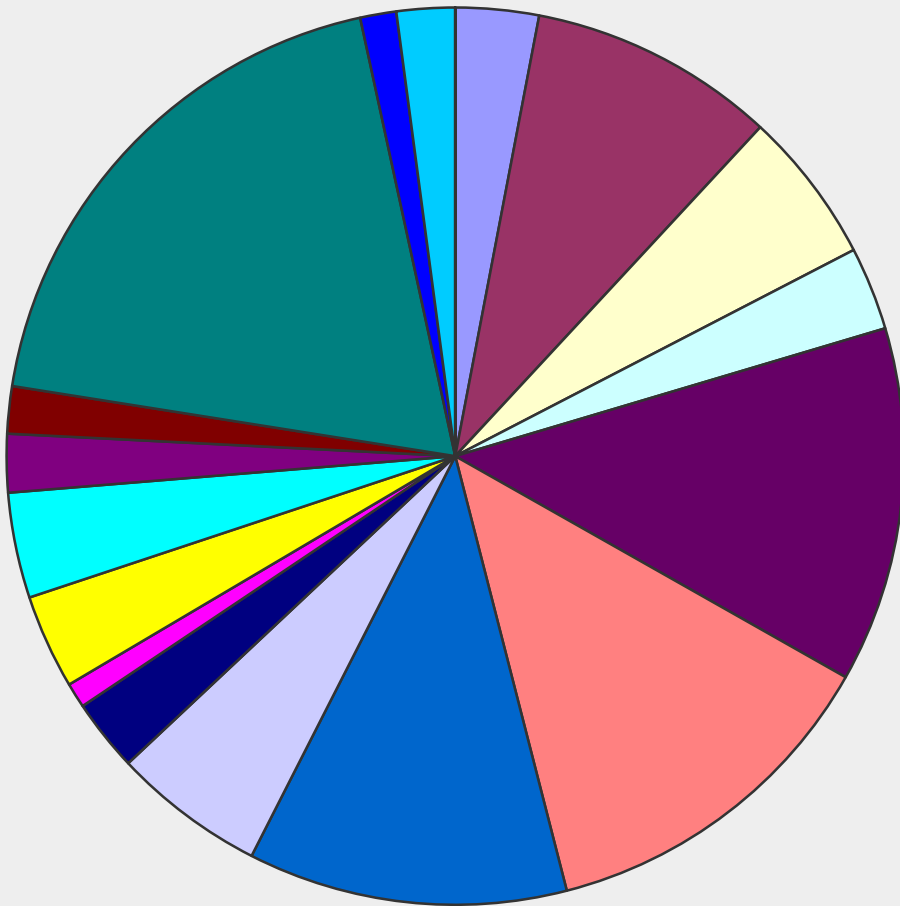
| What is your position at Berkeley Lab? |                  |                |
|--|------------------|----------------|
| Answer Options                         | Response Percent | Response Count |
| Scientist                              | 24.7%            | 58             |
| Engineer                               | 10.2%            | 24             |
| Research associate                     | 23.0%            | 54             |
| Postdoc                                | 28.5%            | 67             |
| Graduate student                       | 10.6%            | 25             |
| Professional/management position       | 3.0%             | 7              |
| <i>answered question</i>               |                  | <b>235</b>     |
| <i>skipped question</i>                |                  | <b>0</b>       |



## WSEC Professional Development Needs Assessment 10-4-10

| What Division do you work in?  |                  |                |
|--|------------------|----------------|
| Answer Options   | Response Percent | Response Count |
| Operations (includes Facilities, Information Technology, Public Affairs, EH&S, Office of the CFO, and Human Resources) | 3.0%             | 7              |
| Physical Biosciences   | 8.9%             | 21             |
| Genomics   | 5.5%             | 13             |
| Chemical Sciences  | 3.0%             | 7              |
| Environmental Energy Technologies  | 12.8%            | 30             |
| Materials Sciences   | 12.8%            | 30             |
| Earth Sciences   | 11.5%            | 27             |
| Computational Research   | 5.5%             | 13             |
| NERSC  | 2.6%             | 6              |
| Accelerator & Fusion Research  | 0.9%             | 2              |
| Nuclear Science  | 3.4%             | 8              |
| Physics  | 3.8%             | 9              |
| Advanced Light Source  | 2.1%             | 5              |
| Engineering  | 1.7%             | 4              |
| Life Sciences  | 19.1%            | 45             |
| Energy & Environmental Sciences  | 1.3%             | 3              |
| Computing Sciences   | 2.1%             | 5              |
| General Sciences   | 0.0%             | 0              |
| Photon Sciences  | 0.0%             | 0              |
| <b><i>answered question</i></b>  |                  | <b>235</b>     |
| <b><i>skipped question</i></b>   |                  | <b>0</b>       |

## What Division do you work in?



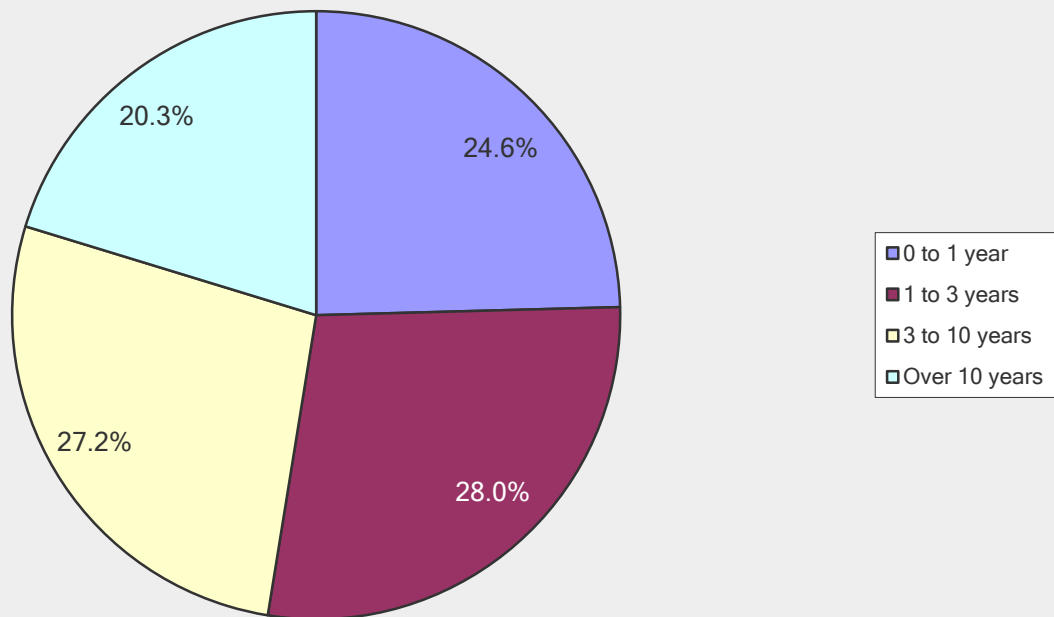
- Operations (includes Facilities, Information Technology, Public Affairs, EH&S, Office of the CFO, and Human Resources)
- Physical Biosciences
- Genomics
- Chemical Sciences
- Environmental Energy Technologies
- Materials Sciences
- Earth Sciences
- Computational Research
- NERSC
- Accelerator & Fusion Research
- Nuclear Science
- Physics
- Advanced Light Source
- Engineering
- Life Sciences
- Energy & Environmental Sciences
- Computing Sciences
- General Sciences
- Photon Sciences

## WSEC Professional Development Needs Assessment 10-4-10

How long have you worked at Berkeley Lab?

| Answer Options           | Response Percent | Response Count |
|--------------------------|------------------|----------------|
| 0 to 1 year              | 24.6%            | 57             |
| 1 to 3 years             | 28.0%            | 65             |
| 3 to 10 years            | 27.2%            | 63             |
| Over 10 years            | 20.3%            | 47             |
| <i>answered question</i> |                  | <b>232</b>     |
| <i>skipped question</i>  |                  | <b>3</b>       |

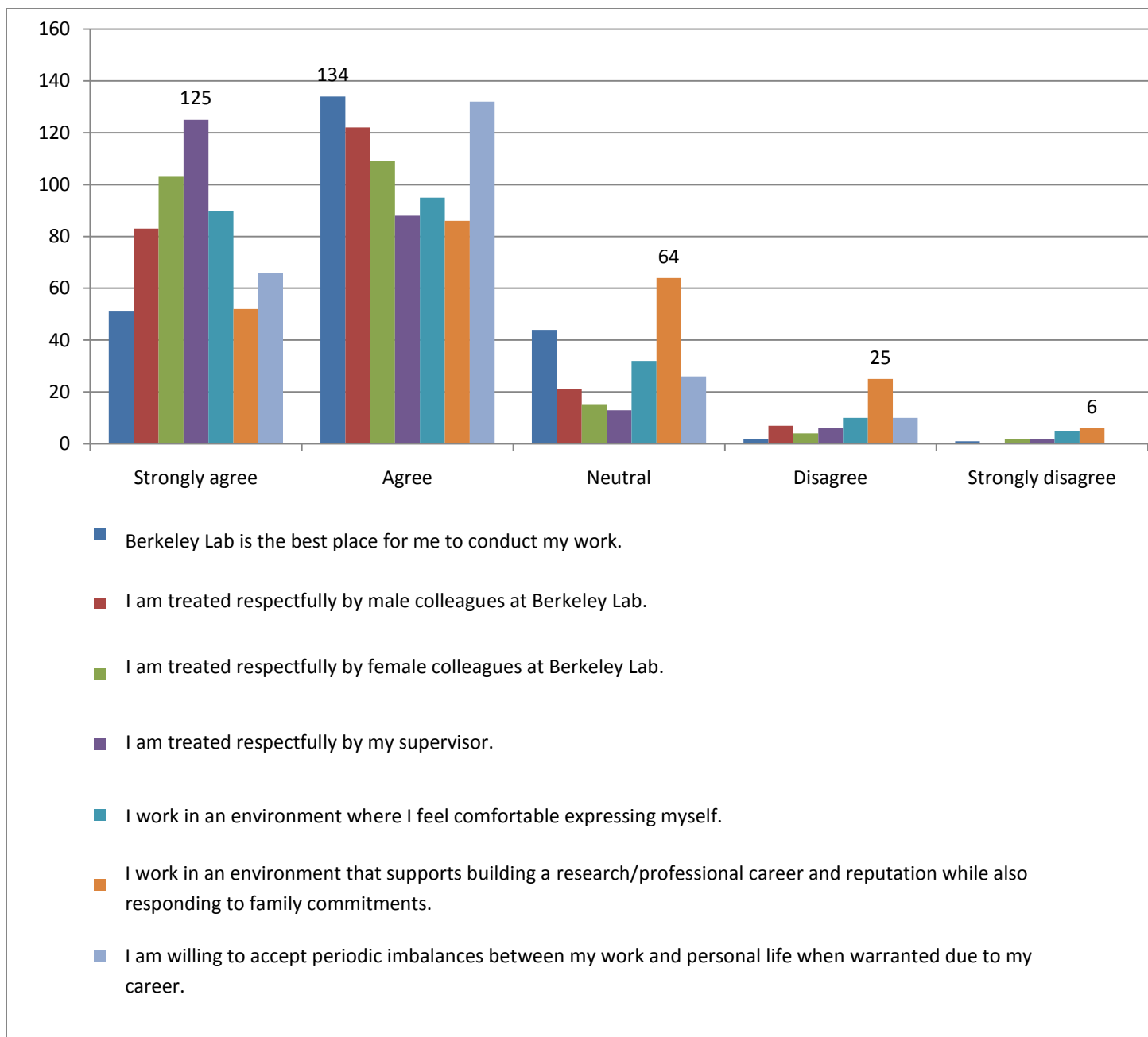
How long have you worked at Berkeley Lab?



## WSEC Professional Development Needs Assessment 10-4-10

### Question 4

| Choose the response that best describes your level of agreement with the following statements.   |                |       |         |          |                   |                |
|--|----------------|-------|---------|----------|-------------------|----------------|
| Answer Options   | Strongly agree | Agree | Neutral | Disagree | Strongly disagree | Response Count |
| Berkeley Lab is the best place for me to conduct my work.  | 51             | 134   | 44      | 2        | 1                 | 232            |
| I am treated respectfully by male colleagues at Berkeley Lab.  | 83             | 122   | 21      | 7        | 0                 | 233            |
| I am treated respectfully by female colleagues at Berkeley Lab.  | 103            | 109   | 15      | 4        | 2                 | 233            |
| I am treated respectfully by my supervisor.  | 125            | 88    | 13      | 6        | 2                 | 234            |
| I work in an environment where I feel comfortable expressing myself.   | 90             | 95    | 32      | 10       | 5                 | 232            |
| I work in an environment that supports building a research/professional career and reputation while also responding to family commitments. | 52             | 86    | 64      | 25       | 6                 | 233            |
| I am willing to accept periodic imbalances between my work and personal life when warranted due to my career.                              | 66             | 132   | 26      | 10       | 0                 | 234            |
| <i>answered question</i>   |                |       |         |          |                   | 234            |
| <i>skipped question</i>  |                |       |         |          |                   | 1              |



#### Comments, Question 4:

In each instance above where I checked any box other than "strongly agree", I am 100% sure that the thing I am complaining about has nothing to do with being a woman. I am very, very well supported here by the infrastructure that allows me the ability to be as productive as I can be.

I love working at LBNL. The people in my division are fantastic.

A N/A column for those of us who do most of our work on UC Berkeley campus or don't have many "family commitments" would perhaps be appropriate here.

I do not have "family commitments".

Comments, Question 4 (cont.):

I am considered attractive and this has had a negative impact on my working relationships especially where the lower level male technical workers at the lab are concerned. Scientific staff on the other hand respected what I had to offer; especially my supervisor. But I can't help but feel that my professional relationships would have been better and more comfortable, if I were a male.

I am willing to accept an occasional long day or even a long week when my commitment to my job requires that I work a little extra. But I will not sacrifice my personal life for a career.

Re accepting imbalances, I think it depends on what is meant by the term. To me, the term imbalance suggests a problem. Changes in balance are acceptable, as long as they don't go too far out of balance. The degree and duration of change are important.

The low mark on the first comment is due to the overzealousness of the safety division impeding progress with poorly thought-out policies.

I don't have any women colleagues, so I don't know how to answer to 3rd question

Periodic imbalances have become the norm. I think it is essential to provide scientists with their salary so that it is easier to be competitive.

Working at LBL can be very isolating. It does not have a culture of sharing ideas and asking others about what they do. I wish that the ventilation system allowed us to have "open doors". I think we are missing a big opportunity to learn from each other. Where are all the whiteboards???

Overall, I feel that the lab does NOT respect work-family balance. There is too much work to do and not enough help to do it. The successful people generally have little or no family responsibility.

Periodic imbalances between work and personal life can be accepted within the confines of daycare and flexible family commitments.

I am single with no kids. If I had a family my answers would be very different.

I find that having young children (pre-K) makes committing as much time as I would like to my career difficult. Although i meet expectations (and sometimes exceed them) based on my ASPR, it is difficult to get as much done as i would like to while working 55% time (officially). Overall, i work more like 75% time, but with the flexibility of my work schedule, it is hard to keep track. I do know that i can't imagine working any more than i already do, b/c of my current family obligations.

Until recently, I would have checked "strongly agree" for the respect questions. Recently I've been passed over for projects where I have strong interest and expertise, and I don't know why. I've been waiting weeks for my performance review to find out. I suspect they'd like me to retire...

This is the perfect place for me to work, though I must admit family will always come first. I LOVE my job, which is why my husband and I have stayed in California, but I will always choose my family over my career.

I don't think that treatment from male or female employees is any different --- It more matters if the person you're dealing with is kind or if they are a prick.

Commonly scientists that do not work closely with me tend to disregard me and assume I am not a scientist. I think it is because I am female and African American. My colleagues in my department took some time to warm up to me but now they accept me. But at times I feel my voice is not heard or taken seriously because I am female.



Comments, Question 4 (cont.):

Professors do not always make good supervisors!

The desire to support is there but is not matched by infra structure. e.g no day care.

My supervisor has said terrible things to myself and another of my female colleagues. I'm not aware of him working with male colleagues, so I'm not sure if this would persist, though I suspect it would. I do not think the comments are in any way gender biased or related, but I find it unacceptable to be told I'm capable of "research with a little 'r', clearly not research with a capital 'r'." I earned a PhD from Berkeley, I think I've proven my capabilities.

I have recently had an unbelievably bad set of experiences with my direct supervisor and colleagues of his. I do not want to bother with opening an incident as my contract is almost up anyway and I have been offered excellent employment elsewhere.

Work life expectations increasing at potentially unsustainable levels.

Why lab employee cannot benefit from CA family paid leave?

While all of the above is true, I am also one of only a few women in my department and division at the lab.

While I am treated respectfully by my male supervisor, he sometimes talks about research ideas and such with male colleagues and post-docs without including me. I think it is related to him feeling more comfortable with guys more so than any intention of shorting me on opportunities, but it has the effect of me feeling that he does not respect my potential input as much on scientific matters - even when I am senior in position or term of employment.

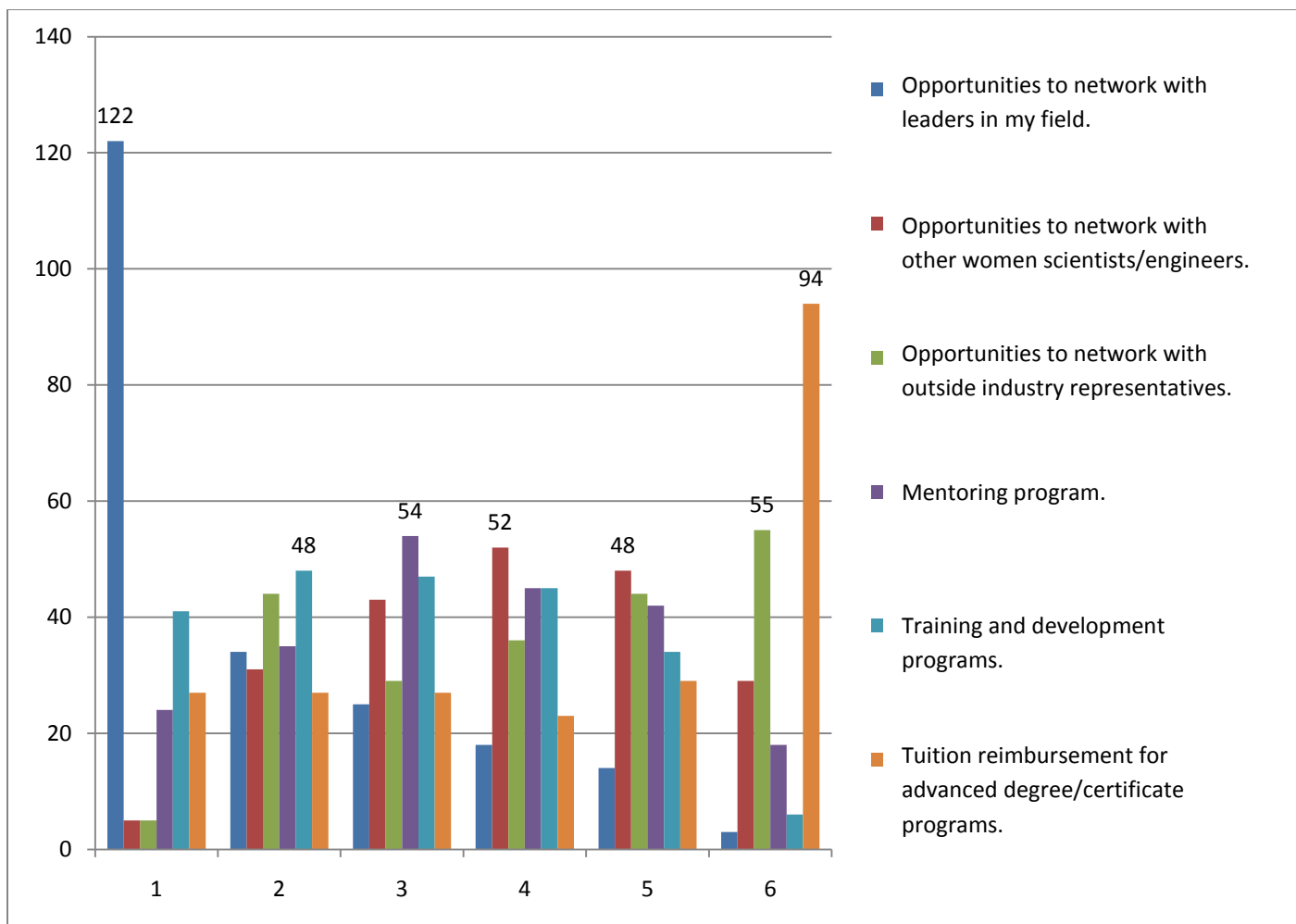
I don't have a family yet ( not even married)

## WSEC Professional Development Needs Assessment 10-4-10

### Question 5

Which of these items is most important to your professional development? Please rank them from 1 (most important) to 6 (least important).

| Answer Options   | 1   | 2  | 3  | 4  | 5  | 6  | Response Count |
|--|-----|----|----|----|----|----|----------------|
| Opportunities to network with leaders in my field              | 122 | 34 | 25 | 18 | 14 | 3  | 216            |
| Opportunities to network with other women scientists/engineers | 5   | 31 | 43 | 52 | 48 | 29 | 208            |
| Opportunities to network with outside industry representatives | 5   | 44 | 29 | 36 | 44 | 55 | 213            |
| Mentoring program  | 24  | 35 | 54 | 45 | 42 | 18 | 218            |
| Training and development programs                              | 41  | 48 | 47 | 45 | 34 | 6  | 221            |
| Tuition reimbursement for advanced degree/certificate programs | 27  | 27 | 27 | 23 | 29 | 94 | 227            |
| Are there other activities that you would value more?          |     |    |    |    |    |    | 17             |
| <i>answered question</i>                                       |     |    |    |    |    |    | 233            |
| <i>skipped question</i>  |     |    |    |    |    |    | 2              |



Comments, Question 5:

It was surprising to me that tuition reimbursement programs at the Berkeley lab were only available to career appointments. In my case, I chose the post-doctoral program over industry in order to become a better scientist. To me, post-doc meant that I could identify gaps in my learning and have an opportunity to remedy them and get better professionally. Tuition reimbursement programs should be part of post-doctoral development as long as it is approved by the supervisors as useful to the researchers professional development.

Base funding for research and conference travel

I would have given tuition reimbursement higher value if I had been able to get it for my recent graduate degree.

Informal bag lunches of graduate students/staff scientists in my division or in my building.

world class research

Comments, Question 5 (cont.):

A lot of scientist here do not have children. It might be nice to remind managers of the time constraints involved.

Earlier in my career, I would have checked mentoring programs as #1 - so it's very important. I never had a mentor at the Lab nor prior to working here.

Training and development programs for supervisors, particularly male supervisors.

Mentoring has the potential to be really important but I don't feel comfortable having a mentor here -- too many people talk to too many people -- I don't feel my issues would be confidential.

Training in management methods and business practices which most of us never receive in graduate school

what mentoring program?

Forums for exposure and opportunities for communication and outreach.

I am a wife and mother and I really appreciate the flexibility the lab has offered me to work part time from home. That said, a male colleague of mine was just offered a similar contract with the same group at more than twice the hourly rate I am being paid - so clearly if I were to stay, re-negotiations would be in order.

having dedicated budget to:

- write papers
- career development (CV, ASPR, etc..)
- make presentations and network.

For some reason I am unable to select more than one option. My answer is # 1 for all categories

All of 1-4 are valuable to me. The ranking is somewhat arbitrary, and depends on the specifics.

Mentoring: I mentor students, teachers, and interns every year. I have not had a female mentor at the Lab for a long time.

Would be nice to have a few more senior women at the lab to do that. For me, mentoring programs should be integrated with training and development programs.

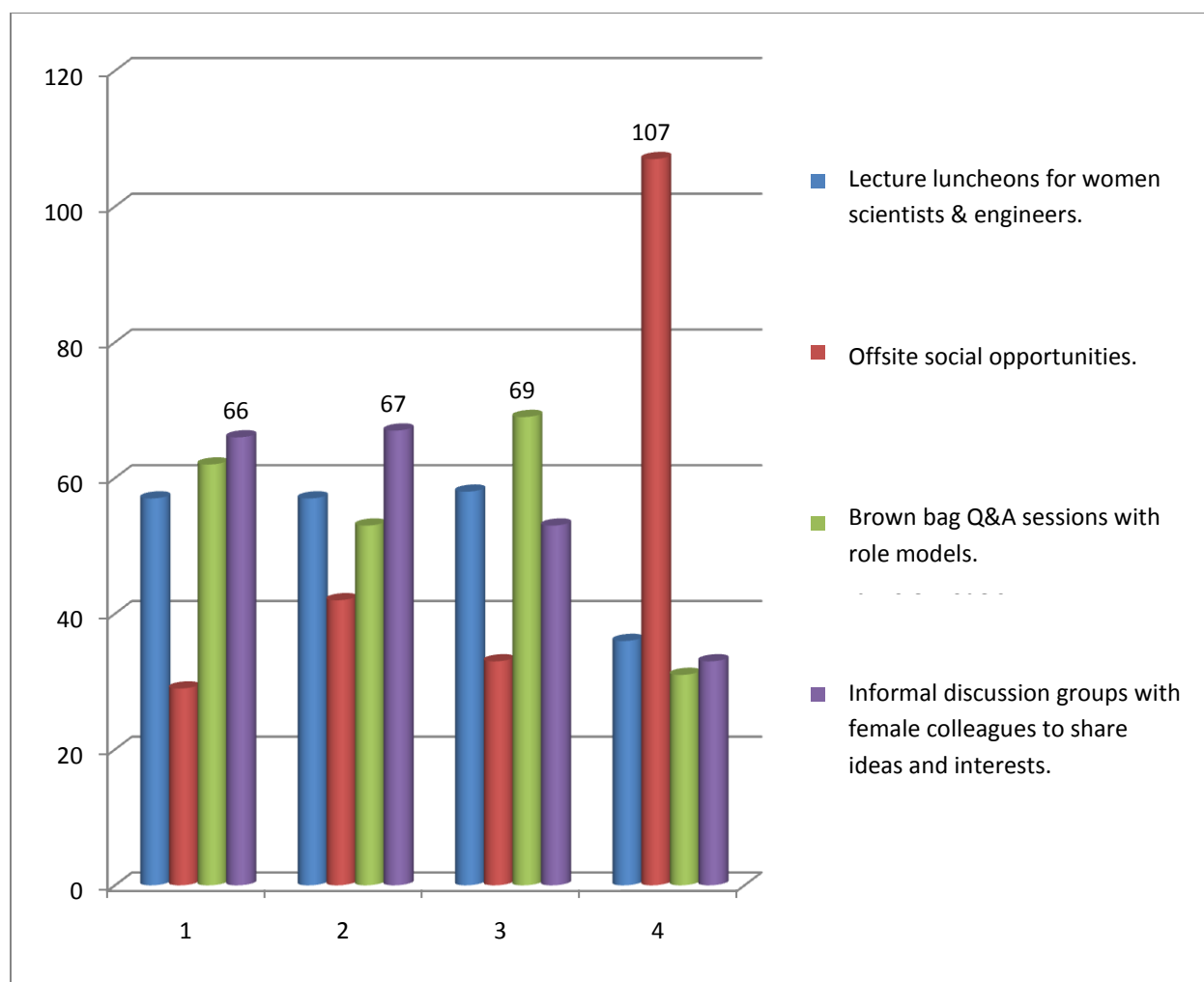
Being informed and involved in lab-wide initiatives and participation in important lab-wide committees

## WSEC Professional Development Needs Assessment 10-4-10

### Question 6

Which of these networking opportunities is most important to you? Please rank them from 1 (most important) to 4 (least important).

| Answer Options   | 1  | 2  | 3  | 4   | Response Count |
|--|----|----|----|-----|----------------|
| Lecture luncheons for women scientists & engineers                             | 57 | 57 | 58 | 36  | 208            |
| Offsite social opportunities   | 29 | 42 | 33 | 107 | 211            |
| Brown bag Q&A sessions with role models  | 62 | 53 | 69 | 31  | 215            |
| Informal discussion groups with female colleagues to share ideas and interests | 66 | 67 | 53 | 33  | 219            |
| Are there other activities that you would value more?                          |    |    |    |     | 24             |
| <i>answered question</i>   |    |    |    |     | <b>223</b>     |
| <i>skipped question</i>  |    |    |    |     | <b>12</b>      |



Comments, Question 6:

This presupposes that the networking opportunities afforded would actually be in my field, and not just random scientist from other divisions who just happen also to be female.

to be treated equally with my male colleagues with respect of salary and research money that would allow me to participate in conferences of my choice

All of these opportunities are equally unimportant to me, as I spend most of my time on UC Berkeley campus and have not participated in these activities.

Assigning a mentor to a protegee program.

I think that there was not a great support system in place for me here. It would have been great to discuss the issues that I have faced, while it was happening with someone to get guidance.

I work hard, have a busy schedule and generally don't limit my self perception to being a woman. I am a professional and would generally welcome any of these networking opportunities regardless of gender association. Men would benefit from these as well. These sound like great growth opportunities for our community. The more we interact and share ideas with one another the greater the respect and sense of who we are.

Would prefer a one-on-one mentoring activity

I do not know of the above mentioned activities, but I think it would be helpful with workshops for planing carrier, how to write papers and applications.

appropriate conference opportunities, training, mentoring

I don't think I would like to participate in any of these. I don't see the need of female-only networking opportunity.

Onsite social mixers that are not necessarily work/lecture oriented (e.g. women;s ice cream social).

networking with male colleagues is also very important

I don't really attend these sorts of meetings because I don't feel that I am misunderstood or underrepresented.

I would like to be able to connect more with women scientists and engineers here but time is always at a premium...

Biweekly meetings of women scientists and engineers. Also a mentor program would be helpful.

I enjoy opportunities to speak with other women scientists.

Comments, Question 6 (cont.):

These are not my top priorities. By labeling them a "women" activities I feel we are doing more harm than good. Rather developing "young" scientists is a better foundation.

I have very much enjoyed my contact with other women at the lab!

informal department and division social event.

All of 1-3 are valuable to me. The ranking is somewhat arbitrary.

Some years ago I joined a table of 5 other LBL women at a benefit luncheon and that was a great networking opportunity. We enjoyed each others' company and that led to more interaction when we saw each other later.

I do not attend lectures at the lab because there is not enough 'networking' time in the program. I would rather meeting people and interact with them for this sort of thing.

I work offsite so I've never been to one of the lecture luncheons, so I can't really comment

Actually, none of these is of much interest to me, but this questionnaire forced me to rank them.

NONE

The stuff that matters happens in your daily work. I don't find social events that useful.

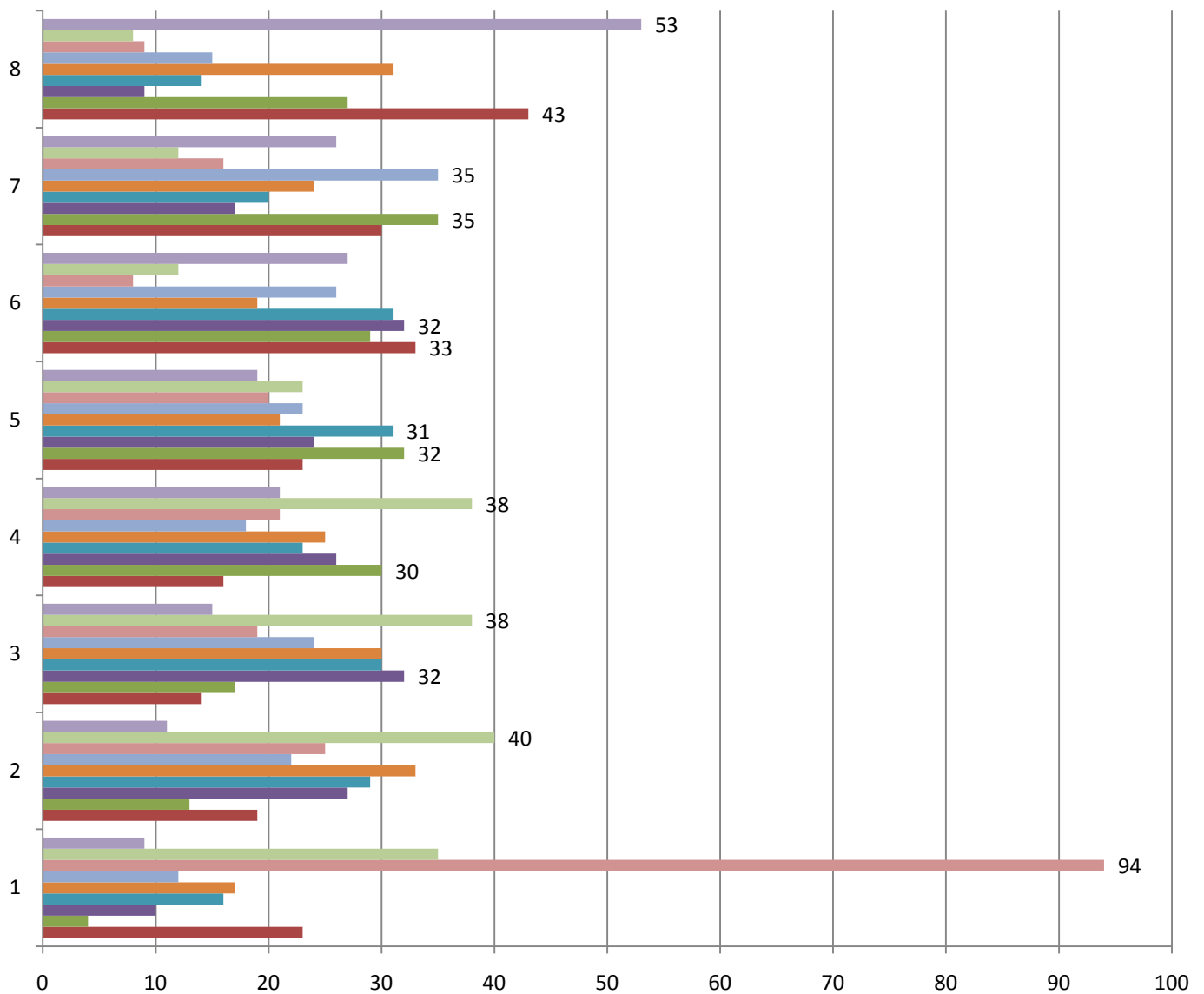
## WSEC Professional Development Needs Assessment 10-4-10

### Question 7

Which of these training program topics is most important to you? Please rank them from 1 (most important) to 8 (least important).

| Answer Options                                    | 1  | 2  | 3  | 4  | 5  | 6  | 7  | 8  | Response Count |
|---|----|----|----|----|----|----|----|----|----------------|
| Assertiveness training                            | 23 | 19 | 14 | 16 | 23 | 33 | 30 | 43 | 201            |
| Conflict resolution skills                        | 4  | 13 | 17 | 30 | 32 | 29 | 35 | 27 | 187            |
| Leadership presence                               | 10 | 27 | 32 | 26 | 24 | 32 | 17 | 9  | 177            |
| Negotiation skills                                | 16 | 29 | 30 | 23 | 31 | 31 | 20 | 14 | 194            |
| Presentation skills                               | 17 | 33 | 30 | 25 | 21 | 19 | 24 | 31 | 200            |
| Interpersonal communications                      | 12 | 22 | 24 | 18 | 23 | 26 | 35 | 15 | 175            |
| Career development                                | 94 | 25 | 19 | 21 | 20 | 8  | 16 | 9  | 212            |
| Leadership skills                                 | 35 | 40 | 38 | 38 | 23 | 12 | 12 | 8  | 206            |
| Interacting in a predominantly male environment   | 9  | 11 | 15 | 21 | 19 | 27 | 26 | 53 | 181            |
| Are there other topics that you would value more? |    |    |    |    |    |    |    |    | 16             |
| <i>answered question</i>                          |    |    |    |    |    |    |    |    | 226            |
| <i>skipped question</i>                           |    |    |    |    |    |    |    |    | 9              |





- Interacting in a predominantly male environment.
- Leadership skills.
- Career development
- Interpersonal communications
- Presentation skills
- Negotiation skills
- Leadership presence
- Conflict resolution skills
- Assertiveness training

Comments, Question 7:

Honestly this entire questionnaire presupposes that I am at any kind of disadvantage for being a woman.

It was hard to rank these, since all of these are valuable and important and it would have been great to have had an opportunity to develop all of these further.

Grant writing, social networking, developing the sense of the LBL community and meeting others "on the hill".

Grant writing.

Grants management

Budget forecasting

Grant writing

There are nine topics for only eight ranks. I left the least important one to me unchecked.

There are 9 topics and only 8 ranks

Not sure i understand the difference b/w leadership presence and skills. Thus, i'd rank both as a six.

In reality I am not looking for any training programs -- I feel that my career is basically what I want it to be at this point.

management: people, time, projects

Negotiation and team management skills are extremely important to both genders yet rarely taught. The rest of these I don't care about as much nor do I think the need is as great.

Trying to get anything done hear at the lab is a SLOW hassle because of too much bureaucracy. Getting through the finance and facilities people to get anything done requires the top skills listed above and a lot of patience

- Running meetings and keeping them on time.
- Motivating difficult people.

Management skills  
Developing ideas to projects (including finding the right clients)  
Developing good relation with clients, etc

Personnel management

There should have been 9 boxes...

## Question 8: What are the most important factors that would influence you to remain at Berkeley Lab?

Answered question: 139

### Question 8 Responses:

Advancement opportunities

Science. Getting more credit in the tenure process for being a constructive member of the instrumentation and development community and not just publishing a hundred incremental pieces of crap.

My mentor's support and the environment my mentor established at our lab

- flex time/work life balance.

Genuine opportunities to convert from postdoc to career-track scientist.

Professional growth

Whether or not my husband and I get faculty jobs elsewhere.

Since I am a graduate student, I don't know if it would be good for my career for me to remain at LBL for the next stage.

A permanent research position

family

The most important factor is that I can develop and keep my own research.

I am very afraid my mentor will force me to give my ideas or projects to other institutes or users.

So far I can not feel strong technique support from my mentor.

flexibility of work hours. Opportunities of pursuing new research.

Junior faculty positions available with decent start-ups (eg \$1 million) and salaried (non-soft money) scientist positions.

The work itself - good projects. Also, how much I was able to contribute and receive credit for my contributions.

Feeling valued.

I have been here over 20 years so I am not planning to go anywhere.

Independence in my research program

Flexibility for balancing work and family

Better childcare options

Question 8 Responses (cont.):

Child daycare facilities

job opportunity

good equipment and close to retirement

Ability to be converted to a full-time permanent position easily.

Good career opportunities, ability to accept periodic imbalances between my work and personal life when warranted due to my career or personal life.

Better maternity and paternity leave.

1) Supervisor's willingness for US employment sponsorship.

2) Opportunities to work on projects of interest to me.

3) Opportunities to obtain new skills.

4) Salary increase of reasonable annual adjustment.

Opportunity to have influence and openly share ideas. Opportunity to earn respect among colleagues.

job security, opportunities for advancement, opportunities to work with other divisions

For me, I am leaving the lab. My pre-conception of the lab as a highly collaborative and innovative place for completing advanced science is rather subdued. The groups are extremely secular and exchange of ideas and collaborations seem almost impossible or politically motivated otherwise.

Continued advancement of knowledge and skills.

Opportunities for career advancement.

Fair/competitive pay.

Security. Knowing that my job was secure without the change of my PI.

A permanent job

Base funding to explore new areas of research

Higher salary, more vacation, better maternity leave program

I need to enjoy my work and to feel my contribution is recognized. There are two ways that contributions are recognized at LBNL - through verbal thanks and praise, and through payment of salary and awards - both are important.

Salaries matched to the industry.

Feeling that my work is valued. Continued opportunity to apply my knowledge to work I feel is important and ethical, continued good benefits. Moving my division (NERSC) to the hill.

Question & Responses (cont.):

Availability of space and funding for my field of research; affordability of housing within a reasonable commute distance;

support from supervisor and colleagues. ability to accomplish things and get recognition for accomplishments.

see comment on the safety division. seriously.

The scientific environment is fantastic and all aspects of career development are good. However, as a younger woman, the Lab does not make it easy to start a family. No real maternity leave is, in my opinion, very bad, and i do not feel like i would be able to stay at the lab as a career because i want to have a family. No maternity leave option (and having to take out DISABILITY insurance is unacceptable personally as an option. Since when was it a disability to be pregnant?!) is very discriminant against female workers here i feel, and would make me find work elsewhere as a result.

Better community dynamics. More chances to meet and interact with people from other disciplines.

many problems with table here

I don't have a graduate degree so that will probably have a large effect on whether I stay here or have to leave to get a degree somewhere else. That is probably the largest influence on my plans.

Competitive pay

workload/nature of work, location

career advancement, competitive salary, flexibility to women's issues

a good environment and a supportive system for conducting productive research

Opportunity to get a permanent position which depends on your effort and input not number of years spent here. Opportunity for dual career path. Longer vacation. Overtime possibility.

Interesting work, good colleagues, and stable funding.

job stability

Obtaining independent funding without it scientists have to leave.

Question 8 Responses (cont.):

The most important factor to me staying at LBL is if I could find a mentor (or several mentors) (it does not matter if it is a woman or man). I seem to have no one interested in my career or my projects, other than immediate results. I wish I had a venue to vet new ideas - a whiteboard somewhere. I wish I had some staff scientists that I could approach to discuss technical questions. Everyone is so busy and absorbed in their own work. I am consciously looking to cultivate mentors at the Lab.

Being valued for my work.

Those factors will be job security (i. e. possible promotion to permanent position), carrier development opportunity, independent funding and research opportunity, good benefit and compensation including spouse hire.

Flexibility to allow work from home as needed.

Flexible schedule. Performance recognition. Work-family balance. Proximity to home.

research opportunity and benefits

Pay commensurate with experience and scientific contributions.

Opportunities to further my education and build my research career.

Opportunities to collaborate and continue contributing to interesting and innovative research.

Remain competitive with outside industry in terms of opportunities for advancement, training, salary and benefits. Personally, I want to remain intellectually challenged in my career and not necessarily kept busy with busy work", which is a fine balance

- Research should be interesting and challenging
- Continued access to good research facilities and lab equipment
- Good working relationship with supervisors and peers
- Funding situation
- Career growth opportunities

The type of job I could get.

An open scientist position. I like the environment and coworkers, there just aren't that many scientist positions available for all the postdocs that want to stay after their postdoc is finished.

A salary that actually makes living in the Bay Area possible.

salary, recognition

Question 8 Responses (cont.):

Having a career path like project scientist (my current position) that is a more permanent position. These are reasons more women scientists don't stay in research positions once they have kids. Trying to get funding, while also trying to be a good parent and seeing BS and MS staff moving ahead of you because they have more defined positions. It is like the choice is have a family or get a PhD but not both.

Challenging, interesting, meaningful work

On-site childcare, flexible time for family commitments, ability to (and acceptance regarding) work from home.

The ability to contribute across divisional boundaries, inter-discipline approach.

A permanent stable job that will allow me to do science and still balance work and life.

Allowing me to keep the flexibility of my work schedule.

Tuition reimbursement for advancing degree

Restoration of my participation in my favorite project. Opportunities to work in interesting, contemporary projects.

My boss and coworkers. I work in a user facility, so getting along with my coworkers is key. We all work together extremely well, and my bosses are by the far the best I have ever had the privilege of working with. I feel respected and that my contributions make a difference. If I were to leave I feel there would be a gap left, and I love that about my job. I feel as though I am needed, which is what drives me to get to work every day.

Career advancement. Space and resources for research.

Opportunities for advancement and pay raises.

A permanent position. More recognition. Credit for my work.

The same as any lab -- interesting work, great people to work with, nice area to live in.

Continued support of my part-time work -- Berkeley Lab has always been supportive of my working part-time and I am very very appreciative of that. As long as I am supported in being part-time and allowed to keep flexible hours and not penalized in terms of salary or responsibility then I am likely to stay.

Comfortable working environment

supportive team

Career development opportunities, exciting science, continued funding to support science, salary, and pleasant workplace environment

Question 8 Responses (cont.):

More career development opportunities would influence me. There is a much bigger disparity between career advancement opportunities given to individuals with Ph.D.s versus individuals with Bachelor's degrees (the opportunities for people with Bachelor's degrees seem few and far between) than between opportunities given to men versus women.

supportive supervisor and career path

supportive and challenging environment  
opportunities for growth and learning

Opportunities to develop my career towards a more professional standing. Assistance grant writing and networking. Relevant career advice, support and encouragement.

An improved (or existing) system to provide funds for individuals who are "between" funding or who have funding shortfalls for their research programs. A second factor would be finding a way to reduce the direct costs to flat funded research grants for paying the UC portion of the contribution to the retirement system.

Freedom to choose my problem. A respectful and diverse work environment. The openness to collaborate.

A better supervisor. Right now, I don't feel valued for my work at LBNL, but get lots of kudos from people in my field outside the lab.

Funding, personal growth, graduate school opportunities

Scientific opportunities.

money and title to match my expertise

Good science and great co-researchers.

Pay equivalent to others in my field

I have a great boss.

reduced administrative and bureaucratic burden, greater opportunity for facilities and lab space utilization

Continual funding for science research. Increase in salary. Responsibilities and duties of job remaining interesting.

Assurance that I will have mentorship to help me navigate the career path at LBL.

more communication and coordination with group members

research funding, infrastructural and administrative support, career building potential and training programs



Question 8 Responses (cont.):

Sense of importance and usefulness

Support from my boss for educational and career advancement.

Nothing. I am here as a post-doc and the stay was never planned to be longer than it will be.

A good paycheck and benefits. (e.g. funding)

Funding for project continues

Chance to 'move up the ladder' to scientist position

Innovative research

I will remain at LBL if I become co-PI on a project of my own design. I am currently on an hourly contract and have been offered a two-year 50 - 100% contract. I deeply appreciate the Lab for making such contracts possible. However, I will probably decline due to issues with my supervisor (see above).

Location and colleagues.

career enhancement and resonance with life goals and enough time off to travel

Pay, benefits, people I directly interact with being engaged and dedicated to doing excellent work.

Opportunity for multi-disciplinary research given my training at ALS (PhD period) and life sciences (postdoc period). High quality and accessible facilities. Possibility to teach at the campus.

A feeling of being valued and supported to be successful, instead of my predominant feeling of sink or swim by yourself.

The high research level and the wonderful research environment interest me most. The research experience in Berkeley Lab may also help me a lot in my future career.

possibility to work part time

Challenging roles with a higher salary

Retirement medical benefits and pension.

Finding a more permanent position.

This particular reason is less related to the fraction of women scientists, but i would be more encouraged to remain at Berkeley Lab if there was some more out-of-the-box thinking amongst researchers at LBL. I feel that on several occasions we are discouraged to question conventional ways of thinking.

Opportunities to more responsibilities, specifically to be given the management of projects.

Question 8 Responses (cont.):

Promotional opportunities to advance to the next higher level within my field of work.

Professional development

Continued opportunity to do good work. Collegial atmosphere, good colleagues. The special blend of University and cooperative research environment. Minimum of management interference in daily work and division operations. Safe environment. Links to UC Campus.

Stability, income, recognition of scientific effort

Continued positive support and guidance from supervisor. Continued funding, of course.

Continued adequate support with R&D infrastructure/ space/ administration/ etc to get work done in efficient, productive manner

We need more internal (DOE) funding opportunities, so that we don't have to rely on the NIH to fund our work/jobs.

Continuation of the research programs in which I am involved.

Opportunities to collaborate with colleagues from very different scientific background; proximity to the ALS, molecular foundry, and UC Berkeley, bright and hard-working student assistants from UC Berkeley.

The lab is working towards building a good environment for scientist to do good research. The location of the lab (e.g., in the bay area, close to the university, on the hill) is good.

The people I work with.

Ability to advance in my career.

Good communication between colleagues and continued funding of the project I am working on! I worked at LBL many years ago and find that I am respected more as a woman now than when I worked there before. Perhaps it is my age (41 as opposed to 25) or my experience.

Getting to choose the direction of my work more and more over time; getting to work with different people - at the lab and outside consultants.

More opportunity for a promotion

The ability over time to increase income (understanding that this increase is unlikely to keep pace with industry - and that is fine), as I am the primary (and currently the sole) source of income for my family.

Laboratory facilities and scientific exposure

Availability of a PI job opportunity

Question 8 Responses (cont.):

I'd love to stay because the facilities are so good but I have to go back to my partner's town in the UK if I want to stay with him and have a family.

advancement opportunities

retirement benefits

more stable position, stop decreasing post doc salary.

Challenging work environment with many opportunities.

Having opportunity to lead scientific projects independently of my gender. As a young woman scientist in computer science, it has been challenging.

A supportive, exciting scientific environment; state of the art research facilities; excellent colleagues.

**Question 9: What key attributes of Berkeley Lab (as it is today) are the most likely to attract premier women scientists and engineers?**

**Answered question: 123**

Question 9 Responses:

Flexible schedule, user facilities

Location. (?)

the same that attract male scientists and engineers.

High quality of science

Resources - e.g., university

Good reputation of the scientists

Very good science, good resources, good work environment

It is a top level place to work - that will draw both male and female scientists and engineers. I don't know enough about what the Lab offers as far as extra amenities to make it more attractive to women.

Berkeley lab has a spirit of collaboration and sense of community that would appeal to women scientists. There is also a sense of purpose to the research; we tackle some tough problems such as the energy crisis through science.

open environment, geographical locations

The reputation of Berkeley lab.

The synchrotron

The merge between technical innovation and life sciences

Opportunities to collaborate with leading scientists, support for the grant writing process, work-life balance (the last may be unrealistic, given that people all work on soft money at LBNL, so there's no cushion for a year you might want or need to focus on family, etc.)

Growth opportunities. Work-life balance demonstrated.

Great management role models. Seeing great managers/leaders getting recognition

Respect from the institution for supporting great science (not just the researchers).

Outstanding science programs

Excellent PIs, postdocs and students to work with

Family friendly policies

Presence of other successful women

The high level of research programs and resources

Question 9 Responses (cont.):

The presence of world-class leaders such as Mina Bissell

amazing facilities and resources

none

Together with UCB, they form a highly ranked program, and have many up-and-coming technology development programs ongoing (renewable energy, etc.).

Lecture luncheons for women scientists & engineers

1) Research environment.

2) Openness between colleagues and flexible schedule.

academic freedom, ability to earn respect among colleagues

benefits, being a part of what LBNL contributes to science

Berkeley Lab is a still a great name to have on the resume. I've recently had an opportunity to contrast the post-doctoral program at LLNL to LBNL's. LLNL came out hands down on top on the following areas:

1. Professional development through LDRD submissions/writing grant proposals with PIs

2. Encouragement of creativity and innovative thinking though giving post-docs time to explore areas unrelated to the primary research area

3. Salary (though not important, still an incentive)

Being able to complete for funds on original ideas within the lab system is of an exceptional value for all post-doctoral fellows.

LBL already has, at least in the Foundry, a large population of very intelligent and well respected women scientists. Also, the culture at the lab is fairly open and accepting of people with diverse backgrounds.

Highly respected institution. Flexible schedules.

The fact that it is the premier scientific lab in the West.

Location, quality of scientific work, colleagues

Higher salary, more vacation, better maternity leave program

Good career opportunities and excellent resources for many researchers. The advantages of working at a UC run government funded lab. Health benefits are good. Pension benefits are excellent (for those that stay > 5 years). Good place to build a career once you have a career position.

Excellent reputation and benefits

Question 9 Responses (cont.):

The presence of other women scientists and engineers who have been successful and still have a positive outlook. I think the best mentoring happens outside formal mentoring programs.

Not sure. Probably the same things that attract male scientists and engineers.

strong presence of other women scientists and engineers. excellent reputation for quality research.

Other premiere scientists and engineers, and the particular research conducted here.

Good healthcare benefits; visibility of women scientists

Reputation and facilities.

Research on practical applications of science- I read an article recently that speculated more women are in health sciences rather hard science as women want to "help people" or "make a difference" on a more immediate scale than classical theoretical research. This article struck me; I thought it made an interesting point. I think it might have some veracity and if so then women will be attracted to some of the really cool programs that Berkeley has to make an immediate difference in the world (particularly the alternative energy projects.... maybe).

Location

career advancement, competitive salary, diversity

I guess, first of all the same thing that attracts any scientist not only female like lots of opportunities in research, best equipment and facilities and so on. Also opportunity to dedicate yourself to research completely opposite to academic environment where you have to waste your time teaching is you want to go on with your career. But also it is of cause very nice environment in terms of respectful treatment from male colleagues.

Opportunity to get involved in multi-disciplinary projects addressing societal challenges.

the science level

Very difficult to compete for those individuals without giving them academic appointments at UCB. With such an appointment why stay at the lab?

I have long been active in the Society of Women Engineers where we often here about very active women's professional organizations that are sponsored by the big engineering companies. They provide workplace time and money for women scientists and engineers to network, do career development and outreach activities. All of these activities benefit both the scientists and the company bottom line.

I think the most important things will be reputation in academia and productivity of current employees.

Question 9 Responses (cont.):

Neutrality towards gender, so that the goal is excellence rather than specific promotion of women.

Excellent peers and staff.

research environment

State-of-the-art research capabilities.

Opportunities to work with leaders in their chosen field.

Opportunities to do innovative science that can make a tangible difference in the world.

The fact that family and parental commitments seem to be recognized as important in the lives of women scientists and that work hours can be flexible to accommodate family needs.

The lab's wide breadth of career opportunities in everything from specialized careers like physics and life sciences to more general careers like procurement or accounting.

- Exciting research that is (currently) well funded
- Access to great research facilities & equipment
- Job flexibility in balancing work and family life
- Higher salaries compared to peers in academia

School reputation, scientific resources, fellow innovative researchers, grant money.

Most "premier" women scientist and engineers don't have kids, so you should do fine. As this really is an awesome place to work.

Scientific programs, physical location (proximity to U.C., Bay Area location)

Diverse research opportunities, reputation

Flexible work hours and schedules. Ability to interact with diverse colleagues.

The world class science that is being done here, and the resources available.

Interesting work and respectful atmosphere.

Collaboration with UC Berkeley campus. Benefits package - essential to preserve it! Informal, collegial environment. Opportunities to telecommute.

Collaborations with people who don't care if you are male or female. Everyone I work with here knows that the job gets done regardless of gender. Though I admit, it is nice to see so many female faces in my working environment. One of my bosses is a woman but you would never expect her to treat anyone any differently because of it.

Facilities.

There are women in high leadership roles here. This is one thing that attracted me.

Question 9 Responses (cont.):

I'm not sure I understand what would attract a female to the lab as opposed to a male scientist. As long as there are good facilities where any scientist can perform their work in a timely matter, it should attract any scientist.

Ability to work with top people in the field. Also, I do believe a critical mass of women is very important. Having one woman makes it much more likely to attract more women. It's important not to have parts of the lab with huge voids (of women).

daycare facilities, equal opportunity programs

Flexibility to balance working and family life

flexible time and interesting research

Joint faculty-LBNL appointments (it would be great if LBNL can work with UCB to set up joint appointments particularly geared toward women as part of our recruiting or retention efforts); Location; Big/exciting/multi-disciplinary science; flush funding in most scientific areas (currently).

I would say the lab gives women as many opportunities as men.

Respect for women and their ideas

reputation, the bay area

Some unique facilities (e.g. ALS)

Some powerhouse departments in their fields (e.g. astrophysics, structural biology)

The possibility for joint appointments with the Berkeley campus (if they are actually happening again - in Life Sciences this is a painful process)

Access to spectacular undergraduate students

A respectful and diverse work environment. Support for women scientists and active women's groups on campus, lab. A supportive environment for women who choose to start families.

Excellent science and the lab's sterling reputation. Opportunities to do interesting work. Flex time, which helps with family obligations.

Probably the same as what attracts male colleagues: collaboration opportunities, available resources, prestige...

First and foremost, the quality of the science. Secondly, the willingness to consider innovative ways to get the work done.

none

Onsite or close by summer camp/daycare



Question 9 Responses (cont.):

actually offer career, staff positions to your postdocs.

Good science and great co-researchers and a balanced infrastructure to accommodate personal life. Good funding and opportunities to create a well recognized research group.

flexibility and good pay

Women attract women. The more good women you can retain, the more likely you are to attract more women.

job security, flexibility, good pay, seeing the women are promoted to positions of management (currently all top management is white, male)

reasonable work/life balance expectations, good salary and benefits

academic working environment.

Flexible schedule, cooperative work environment

be fairly treated in professional career.

intellectual challenging environments, multidisciplinary interactions/collaborations, strong institutional support, effective bureaucratic and streamlined procedures in lab policies and regulations, family supportive facilities and programs

Flexible working schedule and opportunities for advancement

Exciting science, good benefits.

high quality science and everything else that also attracts male scientists

Berkeley Lab has tried to break away as much as possible from the "good old boys" network that has run academia in the past (UC Campus). LBNL doesn't obviously favor male employees as much as they do on campus, making it more female friendly.

International reputation of scientific expertise

If she is not a mother, then she is attracted by the same kinds of things that attract her male colleagues. If she is a mother, flex time with benefits becomes much more important!

reputation for excellence in science/research

Liberal environment of area. Flexible working arrangements.

Location and area culture.

Supportive environment for balanced family/work style

Question 9 Responses (cont.):

Excellent health coverage

At its best, it can be a collaborative place where you can work together with other scientists and engineers to tackle interesting problems. (As opposed to the traditional academic model of building your own program, where collaborating with others is often seen as weak.)

very friendly working atmosphere

Flexible work option. Ability to balance work and personal life.

Retirement benefits and opportunities for education and promotion to management.

It's relationship with the University. Many opportunities to present your research and interact with many women leaders in science.

(in my group) There is an usually large group of women postdocs for what is normal in my area, which is very positive.

time flexibility, being able to work from home, day care at the lab, better maternity leave coverage (or at least as long as and as much paid as anyone else in CA!!), offering one day holiday paid by year for family leave, organizing one day event for all lab employee and their family somewhere fun or just a pick nick, etc...

Promotional opportunities to advance to the next higher level within field of work.

Professional growth and development

1. Opportunity to do great science.
2. Cooperative science model
3. Links to UC Campus

Leading scientific work, diverse people, lifestyle

equal opportunity to do the work needed to excel in career transparency in the organization, sharing of information at all levels (DOE down to project level) to better understand the context of R&D: my supervisor is particularly good at this. this is critical because male colleagues often do not include female colleagues in social/ networking activities (lunch, etc.) or women do not have the extra time to network with colleagues to find out what is going on in the organization (balancing family/ work obligations). transparency in work expectations and how we are performing relative to our peers: this is very difficult to assess at the lab. there is a lot of stress trying to determine whether what we are doing is comparable to our more vocal and assertive male counterparts.

Multidisciplinary institution.

Flexible working environments.

Good research, good reputation in general

Question 9 Responses (cont.):

Strong female role models, interesting work and a great group of people to collaborate with.

Flexible working environment with women role models.

I do not work on site, so I can't comment on this in detail. However, I do notice there are quite a few women in higher positions than when I worked at the lab in the 90's and personally find that attractive.

High-profile attention to our work; continuing to produce highly respected, reputable, influential and publicized work.

There is a high degree of collaborative work that I think is the greatest attribute of the Lab. Not only do we generally work on projects that bring needed insight and understanding to current topics of national and international importance, but we get to do this in an interdisciplinary way with people who truly appreciate their collaborators.

Location of the lab;

Good facilities always helps catch my interest, but if I were looking for a permanent position at e.g. Berkeley Labs, I would be attracted by seeing other senior academic women with families managing to retain influential positions at that place.

Benefits/ relative freedom to combine career and family

Quality of science, promiscuity with a lot of high technology, and scientist .

It's open and respectful environment. It's celebration of diversity. It's location in the open minded, free thinking, no limitations Bay Area.

It is in the Bay Area, it has excellent facilities.

## Question 10: How can the Laboratory help employees with family commitments to build their research careers and reputations?

### Answered question: 121

I suspect it would be really nice / helpful if there are more support for women who are pregnant (I am not, but I also never see one at the lab ...) so if a woman scientist/engineer want to have a family (and kids) while developing a career, it would be at least plausible.

Laptops. Onsite daycare (does that already exist?).

Alternative work schedules (e.g., 9/80 schedule - work any combination of 80 hours over 9 days during a ten-day work period and get the 10th day off)

Allow for flexible schedules, Extend maternity leave

Offer on-site childcare

For graduate students, providing resources on what other women have done to have families and continue in their fields. Also if women have chosen to leave the field, what are they doing now and does it offer more family flexibility.

benefits designed towards female researchers.

I don't have this problem right now. However, I found there are some issues here. If any female single employee dates any other scientist or professor from lab or campus, some male scientists will claim that all of her scientific achievements are from her personal life. I even heard such comments in my group meeting by a male scientist. That's very bad.

job sharing, part-time work, better maternity leave resources

Support for junior faculty. There is a tremendous push for doing "big science" and program projects, which is difficult for junior faculty to get into. That and having to support one's salary on grants makes it difficult to compete with grants coming from academic institutes where 9 months are generally supported.

Make part-time work (typically 3-4 days/week) a visible and readily available option, that is discussed during hiring and can be rediscussed as family commitments change. Make information about this available. As of now, I have no idea if this is an option, if it's done, etc.

I'm not sure ...

Allow maximum use of flexi-place, flex-time work arrangements.

Reasonable workload expectations

LBL childcare, not being last-priority on UCBs program

Extend the career track period to account for child care and elder care responsibilities

Support flexible hours

Day care

Question10 Responses (cont.):

Parking for employees with non-standard hours due to child care/doctor's appts/etc during the day

A better communication regarding expectations for career development at LBNL and benefits. Childcare options.

Have an on-site daycare for children.

pay well, women usually work harder than men but their salaries are lower

Offer flexibility with part-time options. For women who want to be able to participate in having a family and still doing research, it often feels like society tells us we have to choose one or the other, but can't have both. Many women still value raising their children, rather than having a daycare do all of the work. But, it is much more easy to work full time when your children reach elementary age. I feel that programs that could offer a bit more flexibility during those few years before children reach school age would attract many high-performing women.

Please, see answer # 8.

Better maternity and paternity leave.

Offering a 4-day work week (4 10-hour days)

Offer flexible schedules and/or alternative work schedules.

provide babysitting, organize family days offsite to network with other families, provide benefits such as discounts to museums and parks, etc., have childrens events onsite to teach science and engineering

I am not sure.

I honestly don't know. Our facility in the foundry does that pretty well already.

My family is grown so it is not a significant issue for me. Family based activities were always important to me so being able to bring children, better yet having child participation encouraged, always made it easier to come to an event to be with my co-workers. Is there a day care on the hill?

More parking, to allow people to pursue flexible schedules without an hour of searching for a parking spot. The only way you can currently drive to the lab and park is if you are on a 8-4 or 9-5 schedule.

Childcare, funding for conference travel, base funding for volunteer activities so we don't have to spend our personal time on any non-project related work.

Question10 Responses (cont.):

Allow flexibility. Work at home and save up vacation days, when working more than 40 hours per week.

As the proportion of people with family commitments increases so does the understanding of the situation which in itself makes it easier for those with commitments. Flexible hours and flexible vacation patterns help. Staff with family commitments may need more vacation and typically bring up a family in the first 10-20 years of their career - currently more vacation days are used to reward staff who have been here longer - at the end of their career. Some parts of the lab expect regular out-of-hours and weekend work and there is no official compensation scheme - such a scheme could help parents spend more time with children during school breaks.

Flexibility in working from home. A nice day care center for kids/infants on site.

In hiring, continuous experience should be emphasized less, because I believe women who take time off to have/raise children are most set back by the interruption in continuous service. For those with children, holidays that align with school holidays are probably helpful. For myself, I'd like to be able to get time off to take a dog to the vet the same way others get time off to take a kid to the doctor.

Not sure.

Ease off of the overtime commitments. This is largely due to having more work than we have staff.

Help as much as possible when women or men have children: good health benefits for spouse and children; provide / pay for cheap or convenient day care; give reasonable maternity and paternity leave.

LBL women's network geared toward sharing ideas and solutions instead of complaining. I always find it encouraging and motivational to hear from other women who are successful and how they manage everything.

I don't know. This is not a part of my life that I'm currently in. What kind of support is there for child care?

Flexible time and more time allowed for track positions

with flexibility, ie telecommuting

provide flexibility

Give them a bit more vacation, even an extra week in a year would do. Help with dual career path more actively.

Question10 Responses (cont.):

Understanding that reduced number of publications for a period does not necessarily mean that a person is not serious about their career.

working from home possibility

Offer them a salary.

My graduate advisors have always been very supportive of my family responsibilities (I have children and ailing parents). LBL is a very flexible place to work.

I think spouse hiring program will be very helpful. Other things would be flexible hours, which we already have, and on-campus day care facility for young children and elderly parents.

Since the lab is somewhat remote, it is crucial to allow work from home as needed.

Mentoring on how to succeed and target work so one can work smart. Learn to let go of unnecessary work. Mentoring on how to get funding.

Improve mentoring and career development training for women scientists. Increase access to and awareness of tuition reimbursement services for women who wish to continue their education. Continue to provide opportunities for women scientists to network on or offsite (e.g., luncheons, brown-bag discussions, off site social activities, etc.).

- Enable telecommuting/working from home
- Onsite daycare (probably impossible, but worth a shot!)

Provide day care.

Offer day care

I have been very disappointed in the maternity benefits for postdocs. We do not get any leave before the baby is born, which is horrible, and there are severe restrictions on using sick time in conjunction with pregnancy and baby bonding. In addition I have felt upset at the threatening way I have been treated by people in medical benefits; they clearly assume that I will try to take benefits I do not have and I have gotten warnings about getting "flagged" I assume meaning they might try to not pay me? It has been unsupportive during what is supposed to be a joyous time. I don't understand why postdocs are ineligible for supplemental disability, which would pay for 2 weeks off before my due date plus give me 6 weeks at full pay instead of 60% pay. My understanding is that eligible employees pay the premiums themselves, and then the insurance company pays the income, so there is no cost to the lab. It's just another way to keep postdocs as second class citizens and makes me feel punished for starting a family.

flexibility in appointment

Question10 Responses (cont.):

Have a on-site day care!!!!!! Afterschool care would not be bad either. Have some role models talk about science and their kids. Pay for day care at conferences for nursing mothers. Have pumping rooms for nursing mothers.

Flexible work time, telecommute option

On-site childcare!!

Make allowances for time off or part time positions early in one's career. Often the time during which one is considered a Post-doc may be too short if one has begun a family, particularly in the case of the female.

Have programs to help scientists with young kids, such as on-site child care, and longer maternity leave.

How about an on-site day care? Most major corporations offer that. One that has the possibility to drop in/off young children would be terrific during the day.

Time management classes

Day care center at the Lab! Stronger telecommute program in some departments.

Offer flexibility!!! We recently had a series of family emergencies and tragedies. Though I had accrued time to take off, it did cut drastically into my responsibilities at work. Thank goodness my boss was very understanding about the needed last-minute time off. I know of other bosses who are not as forgiving, even when there is lots of unused accrued sick leave and vacation time available.

Backup childcare. Daycare. Lactation rooms. Ability to use sick leave for baby bonding leave after the birth of a child (for women and men). Clearer family friendly policies and a website promoting them.

Flexible schedules and on-site day care center.

Flexible scheduling (which I think already exists here) and PAID MATERNITY (something we don't have).

Allow employees to work part-time when they can. Don't penalize us in terms of salary or responsibilities. Allow us to work flexible schedules to accomodate childcare needs, etc, without being viewed as less committed to our careers.

They need to look at Genetech and how family/women friendly they are. As a working mom, the need for preschool on LBL campus (that would have been nice when my kids were young). Also flexible working hours without being looked down at.

Child care



Question10 Responses (cont.):

Continue to provide flexibility

On career issues:

Develop pro-active diversity guidelines that should be used when considering hires and promotions. Currently, considering diversity seems to largely be up to the hiring supervisor (with reminders from HR) but does not seem to be a key consideration in most scientific searches. Encourage all divisions to develop and communicate transparent metrics so that it is clear to all what the expectations are for promotion to various levels.

On family issues:

I'm sure the lab has considered day-care options (or sharing the options offered to UC students and faculty?) - seems like that would be quite important for early career scientists. I've also heard that when women on term appointments are pregnant they have to petition to 'stop the clock' on their limited time appointment. It would send a good message if it was not an exception but a policy that the clock is stopped.

What does the lab do to assist with 'two-body' problems - is there a concerted effort (as on most campuses) to help find spouse positions?

Flexible hours

Ability to work from home when possible and needed

Increase diversity, Daycare, Alternative work schedules, telecommuting, support services targeting women's issues and concerns, career advice and development. Opportunities to network with other scientists in different divisions.

Provide day care. Provide leave or reduced work hours to BOTH parents of a new born child.

Child care facilities and options would help attract more qualified young mothers (and perhaps also fathers) to the lab.

offer flexible schedules

Day care, allowance for childcare for emergencies (meetings and sick children)

Provide convenience (parking) for people to volunteer in local school

see above.

Who does not fall in this criteria? The lab must accommodate such needs to keep up with industry and get an edge over universities.

Day care centers, summer activities/ camps for young school children, car-share programs, highly structured remote work procedures (so that working from home is not an ad hoc activity).

Question10 Responses (cont.):

Longer maternity leave, more paid time off.

Childcare help.

better mentoring, prioritize work assignments so those necessary for career advancement (funding, publications) are completed, flexibility in time to complete some milestones due to birth of children, do away with blue triangle parking and have first-come, first-serve so working mothers who have to drop off children can still get parking, on-site or nearby low cost high quality day care, flexible work hours, more support to work from home

In general, it seems like non-work related obligations are valued only if they do not interfere with work responsibilities and deadlines. This seems particularly true the more senior you become. And it is even more true if you don't have children.

Allow for a delay in the publishing requirements as people have families, similar to pausing the tenure clock.

on-site daycare center, more flexible working hours and/or leave time to care for family members, workshops/lectures addressing balancing career and family life, family-oriented lab wide events or activities

Provide on-site daycare.

Provide childcare services (best would be daycare) and have a parent-period for fathers or mothers.

open an affordable day-care for lab members.

Have supervisors who realize the big picture and don't focus on the minutia of "how many papers are published or grants submitted" to move people forward. Fortunately, for 20+ years I had a boss who saw the big picture, realized my usefulness, rewarded me financially and didn't force me to do what I wasn't good at just to meet some quota set up by bureaucracies who just look at the \$\$ coming in, with no concept of what it takes to get research done

Improve health benefits/maternity leave

Aid with child care

Flexible on-site child care.

Not penalizing resume gaps. Continued work towards changing the male-centric language and attitudes of management and of career advancement.

Flexible work schedules and allowing 90% or 80% schedules when needed and as needed.

Question10 Responses (cont.):

Supportive trainings. Reasonable family leave options . Excellent health coverage. Helpful and knowledgeable HR staffs

I do not have a family, so I cannot really comment except to say that I am fully supportive of solutions to this problem even though it does not directly affect me.

a decent maternity leave arrangement for postdocs would be nice

Allow employees to telecommute.

Providing day care services.

Childbirth leave. Childcare at the Lab.

Nothing else than for anyone else, having lab dedicated funding for individual to develop their carrer: each lab employee should have one day or more paid by the lab to work on their CV, ASPR, paper, presentation,...

Build management support / awareness

Flexible schedules/career fast track

1. The lab will stop the clock for term appointments during maternity leave. This should be extended to the post doc clock as well. In addition, the existence of this "stop the clock" provision should be advertised, as should hte fact that someone can be a post doc for longer than the 3 years usually cited. Most people don't know that it can be 5+ years.

2. Encourage/maintain a culture in which people do not work nights and weekends.

Understand priorities, organize workshops/lectures on ways of dealing with the challenges

this is a difficult question because the private sector expects performance irrespective of family commitments. this also opens up the whole question of how to balance family/ work obligations with 2 parents working, which is becoming more common, and especially for careers with high demands. it would be good to be allowed flex time without the perception of the silent penalty to one's career -- google calendar software and other obligatory administrative requirements makes it clear to other colleagues how much family obligations cuts into normal work hours (irrespective of working shift hours). i'm often chided for leaving at 3PM by work colleagues even though i was up until midnight working on a deadline the night before. this affects morale for the thin skinned folks.

Subsidized day care.

Flex time

Well defined family leave policies

Child care facility, and back-up mechanisms or child care.

Question10 Responses (cont.):

Nothing.

Create more opportunities for the development of women scientists. Helping women scientists with their work, life balance (an example is to have a daycare facility).

Flexible work schedules. Good computer equipment for telecommuting.

Have a maternity leave policy that includes paid family leave and encourages flextime on return to work.

I think the Lab is already starting to do a good job with this by providing telecommuting options for people with family commitments, and offering part-time options.

Continue to support flex-time agreements with supervisors. Also, I've heard several post-docs say they wish there was more available child-care - perhaps on-site - or at least near-by.

Other women scientists have stated a desire to have maternity leave (or child care leave for men) that is more generous for new parents. They have cited some of the State benefits as being a model for what they would appreciate.

The laboratory should train men in the field to understand that women have different type of family commitment compared to them. Instead of harboring the fact that men and women are equal, men need to be trained to treat women as women, with more respect and an understanding of their responsibilities and roles outside the laboratory. There are definite physical limitations that need to be made aware of as well. Claims that there are more women scientist now than there were before is not an absolute comparison of the situation. It is very sad that we never outnumber the men scientists even after so many decades of talking about equality and rights. This makes me wonder where we may have failed as women. Women themselves fail to acknowledge their limitations. Limitation is not a defect, but rather ignoring it, or assuming otherwise can make us overestimate our capabilities and fail in more ways than we could ever imagine. The first step towards success comes from us acknowledging our limitation as women and trying to work around these obstacles. Laboratory can take some efforts in making men understand this in the positive and constructive way possible to support women. This type of understanding can really help develop a work place where women can build successful research careers.

Provide different kind of support for women with kids (for example: child care, special grants for hiring technicians that would help with the time consuming tasks, etc)

It's hard to say from my position and experience but this is definitely an important question! I would imagine that if I had a family here I would probably say that childcare help e.g. onsite creche, afterschool care and support for family sick leave etc. would be pretty important. Scandinavian-style maternity leave would make a big difference, too.

Question10 Responses (cont.):

Being flexible and have understanding supervisors (each employee should have 2 supervisors not one (or 1 supervisor and a consulting supervisor). If there is a conflict there is no recourse to another person in the present system.

Keep the lab after hours! That is great.

Realize that women sometimes do things in a funny order. Sometimes we get our PhDs at age 40. Sometimes we have kids at age 23 and go back to school. We may change to a management position. Understand and embrace these different paths.

Provide day-care for infants under 4 years old. My impression is that many women need to give up of maternity due to their career.

The Lab lags far behind comparable institutes in this aspect. The Lab should provide substantive paid maternity and paternity leave, and options for on-site (or almost on-site) childcare. Promotion processes need to be adjusted to reflect that the early career of scientists overlaps with the time they are starting a family and have additional family commitment. Specifically, the clock for promotion to career status should be delayed for 1 year for the birth or adoption of a child for up to two years. There should be the option to adjust duties and work schedule when returning from maternity/paternity leave. These policies should be automatic and applied to any primary caregiver, male or female. These changes would bring the Laboratory up to the standard practice in academic and industrial settings.

On site day care for preschool children.

## Question 11: Please add any other comments.

### Answered question: 33

I know better than to go to another Women's lunch after the disaster that I witnessed from that project manager who was so proud that she worked with engineers on things. What a nightmare, not scientific, and makes a mockery of what should be the case--women should be in science and engineering, and they should be competent and normal and as impressive as their male colleagues.

It seems that a primary difficulty in academia is that it does not allow re-entry. From the perspective of someone who wants to have children (more than one) before she is in her late 30s and who wants to spend time raising those children, it is difficult to see how to maintain standing in my field while children are young, and there is no mechanism for re-entry once said children are school-aged.

I am a female postdoc at Lab. I can not feel any respect from graduate students, facilities users or other exchange students. I feel postdoc's status here is TOO TOO LOW.

Good luck!

The needs of younger women scientists will be different from those of established women scientists, so please take this into account when analyzing the results and pay more attention to the younger women's needs!

Everyday I wonder why there is only one visible woman beamline scientist...

The Lab needs to move away from a 100% project-based funding model for scientists. There should be at least some percentage of base funding for all scientists.

LBNL ought to hire more female in their leader positions. It is very important for young female scientist to see that there is space for women in this field at the leadership level too.

I don't have children, and I sometimes feel there is an assumption that child-rearing issues are what really matter to all women scientists and engineers. This feels like the perpetuation of a stereotype to me. I don't think women engineers and scientists should approach family issues as women's issues per se. Men have or should have the same need to balance work and family responsibilities.

I have always been aware of the challenges associated with being a female scientist in 'the old boys club' and made a decision early in my training to tackle it 'head on'. As I'm getting older, more experienced and certainly much busier both at home and on the job, I'm less willing to put up with the inequalities and the inappropriate comments & jokes. Yet, I'm afraid of voicing my concerns on many occasions because I don't want to be labeled as the 'trouble maker' or the 'sensitive woman' in the group. So, I get much more frustrated than I used but am concerned about my own reputation.

Question11 Responses (cont.):

I really like working here and I think that my male colleagues are very professional. Of course it's not like working with women and I am frequently the only female in the room but they are all very nice to me. They are also respectful and supportive; more than many other groups of males such as classmates have been. I love it here.

send more women to the Grace Hopper Conference; have a GHC here at the lab

I have attended one of the Luncheons, but it was largely professional engineers. I feel that the staff engineers have little in common with the research scientists/post docs/students. I need role models in research. I am surprised that the few female staff scientists in my building do not "reach out" to the female graduate students. (actually, I only know of one, but there must be more)

What has kept me here up to now is the flexible schedule in combination with interesting work. However, the work-family balance is starting to become a big deterrent. In addition, it is difficult to get recognized in this environment.

A LBNL day care would help to support employees with families.

Not from my personal experience as I consider myself fortunate, but I've seen this happen with other women colleagues around me - that they do not seem to be given the same respect as their male counterparts. Although this is a generic problem that both males and females face, I believe that women struggle more to advance their careers at the laboratory, basically getting type cast into their current/original position.

The limit on getting post-doc positions to three years after getting you PhD is discriminatory to both women and men who have to take time off to care for a child or family member due to health reasons.

The lab would benefit from an internal LBL website with biographical backgrounds (with photos) of all scientist/engineers and associates are available as a searchable database. Many people have skills and backgrounds that go untapped because no one is aware of the diverse talents hidden in people's resumes. Sometimes the resource one needs may be just across the hall or in the next building; if only we knew.

Unfortunately, this male-dominated work environment still uses evaluation measures that are more favorable for male and older established scientists, such as publications and proposals funded. Young female scientists who are just starting out to establish themselves are often planning to start a family at the same time, making it doubly stressful. We need to start dialogues with upper management on how to help young women scientists establishing themselves as scientists and still be able to have a family.

Thank you. I'll try to make a luncheon one of these times.

Question11 Responses (cont.):

I think it is critically important to have training for all supervisors but particularly male supervisors. There is a lot of exclusion of women in my lab by the "old boys club" and they are nice guys who don't even know they are doing it.

Overall, LBL is a good place to work. However, the lab could be better in the areas of diversity (ethnic and sex). Discounted daycare or an onsite day care facility would be an excellent addition. Also a mentor program for career-track scientists, postdocs, and graduate students would help keep women scientists at LBL. More regularly scheduled women society activities would be good as well.

Ranking charts are my least favorite survey tools. I'd rather rank the importance of each item, rather than rank the relative importance of a list. Namely, maybe what I list as number 1 isn't even important to me. Plus it is a more time consuming type of survey question to answer.

I appreciate the focus of this survey and the time to compile. I look forward to seeing the results. Thanks!

Great place for training and working.

Often hard to rank choices as I would want many to be tied for 1st. Many are good ideas, although I understand that not all can be done at once.

I'll be interested to see the statistics and lab actions resulting from this questionnaire.

1. Trying to reduce work load and maintaining work-life balance are key issues.
2. The laboratory management should incorporate more bottom-up input on how the lab operates. Seems like most initiatives are top down and get only very minor adjustments from feedback. Lab should instead look for opportunities for lab staff to identify problems and propose solutions.
3. The lab seems to want to impose more of a corporate style, and that is not enhancing the research environment or productivity for women in particular. Allowing for more personalization within Divisions and decentralized functions are probably better. As likely to be implemented, the new space metrics may create larger differences in resources for people of different status (job classifications) than we have had before. Someone should investigate whether we have disproportionately fewer women in senior positions as compared to support staff, post docs, RAs, and junior scientists, and therefore whether this new space metric will translate into reducing the office space for women disproportionately.



Question11 Responses (cont.):

there are a lot of perceptions and misconceptions of how the lab works that have affected work performance and perceptions of opportunities over the past 20 years i've been here at the lab. some of these may be due to personality/ upbringing/ accumulated experience of what works & doesn't work in this male dominated environment, others may be due to the work environment itself. i think the women who have the guts to blaze a path at the lab have all the opportunities available to them. it would really help to have a mentor (female or male) who one could confide in confidentially for career advice for those of us who are not quite as savvy. I know other very successful women in other industries who pay male colleagues to provide such guidance and advice.

There are so many female post-docs where I work at the labs (JBEI) but relatively few women at senior positions in plant science (my field). I think this is because many of us have to follow our partners rather than vice-versa and choose between a senior academic position and a family. Or at least, this is how I see it now. Maybe my view will change when I'm a bit older.

Scientists are mainly left alone to fight for their funding and opportunities. Can something be done about it???

The cab for coming to the lab after hours help a lot for be free to come after hours, feel safe, and to manage our family and be able to come back to the lab at night if needed.

I feel very fortunate to be in a division with a disproportionately large number of women. (It's computing sciences, so that still doesn't mean there are a lot, but compare to other labs, we do pretty well.)